

PAY DIFFERENTIAL 22
CAREER SUPERVISORY ASSIGNMENT/CAREER MANAGEMENT ASSIGNMENT
RECOGNITION PAY FOR EXCEPTIONAL PERFORMANCE - DEPARTMENT OF
GENERAL SERVICES

Established: 12/01/96

CLASS TITLE	CLASS CODE	CB/ID	DEPARTMENT
Career Management Assignment I-V	7467-7471	M01	Department of General Services
Assistant Chief Counsel, Department of General Services, Career Management Assignment	5934	M02	
Career Supervisory Assignment I-IX	7444-7455	S01	
Presiding Administrative Law Judge, Office of Administrative Hearings Career Supervisory Assignment	6133	S02	

RATE	EARNINGS ID
1% of monthly salary for meeting the criteria described below.	8CS1
2% of monthly salary for meeting the criteria described below.	8CS2
3% of monthly salary for meeting the criteria described below.	8CS3
4% of monthly salary for meeting the criteria described below.	8CS4
5% of monthly salary for meeting the criteria described below.	8CS5
6% of monthly salary for meeting the criteria described below.	8CM1
7% of monthly salary for meeting the criteria described below.	8CM2
8% of monthly salary for meeting the criteria described below.	8CM3
9% of monthly salary for meeting the criteria described below.	8CM4
10% of monthly salary for meeting the criteria described below.	8CM5

CRITERIA
<ul style="list-style-type: none"> An employee who has been at the maximum pay of the class level for at least 12 months; and whose quality and/or quantity of work are exceptional and demonstratively greater than others at the same level; and whose accomplishments have significantly contributed to goals of the Department; and whose continued assignment in his/her job is of significant value to the Department is eligible. Employees who are not at the maximum pay of the class are not eligible for this pay differential. These employees have the opportunity for pay increases up to the maximum of their level based on performance-based merit salary adjustments. The amount of the pay differential is controlled by the availability of funds. Department management is required to develop and implement specific standards and guidelines for the administration of this program, including evaluative tools and documentation requirements. Office Chiefs who have met their office performance goals may approve exceptional pay. Offices not meeting their performance goals may provide salary increases to recognize exceptional employees upon approval of their Deputy Director and the Chief Deputy Director.

SECTION 14:**PAY DIFFERENTIALS**

- Exceptional pay is temporary and may be terminated at any time by the Office Chief or designee.
- Continuation of exceptional pay beyond 12 months is not automatic, must be subject to reevaluation, and based on continued exceptional performance as described in 1 above. Exceptional pay shall be evaluated every 12 months, at a minimum.
- Employees receiving the exceptional pay differential will have their transfer rights determined from the maximum Tier One salary range for their class.
- Upon promotion to a higher classification in State service, an employee receiving compensation under this pay differential may, at the discretion of the appointing power, move from their combined salary rate (base salary plus exceptional pay) to compute the appointment rate.

IF APPLICABLE, SHOULD PAY DIFFERENTIAL BE:	
PRO RATED	Yes
SUBJECT TO QUALIFYING PAY PERIOD	No
ALL TIME BASES AND TENURE ELIGIBLE	Yes
SUBJECT TO PERS DEDUCTION	No

INCLUSION IN RATE TO CALCULATE THE FOLLOWING BENEFIT PAY	
OVERTIME	No
IDL	Yes
EIDL	N/A
NDI	No
LUMP SUM VACATION	No
LUMP SUM SICK	No
LUMP SUM EXTRA	No